Bargaining Update
May 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In May 2014, Mediation Services received settlement information regarding 41 bargaining relationships encompassing 22,517 employees. There were 27 private sector and 14 public sector settlements, covering 9,588 and 12,929 employees respectively.

Highlights

Supports of Artspace Independent Living [SAIL] - Edmonton
Thirty health care aides represented by AUPE were negotiating a first collective agreement since late in 2013. On May 7, 2014 the workers legally walked off the job. On May 16, 2014 the workers agreed to end the strike, but were illegally locked out by the employer. A legal lockout began on May 19, 2014.

Post-Secondary Settlements
Three post-secondary agreements covering approximately 3,000 employees were ratified in May 2014.

SAIT and AUPE	700 employees
NAIT and AUPE	1,100 employees
NAIT and NAIT Academic Staff Association	1,209 employees

City of Edmonton
Approximately 1,100 firefighters represented by IAFF Local 209 ratified a 72 month collective agreement that will expire in December 2016.

Buffalo Metis Catering – Fort McMurray
Buffalo Metis Catering and UFCW Local 401, representing 1,190 employees have reached a new collective agreement.

Construction Bargaining
On April 22, 2014 the Labour Relations Board issued the Consolidation Order for the 2015-2017 round of construction bargaining. The order is available on the Alberta Labour Relations Board website at http://www.alrb.gov.ab.ca/Consolidation_Order_2015_2017.pdf .

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Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Accommodation & Food Services				
ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site UNITE HERE Local 47	130	59	2017-06-30	1st year 3.50% 2nd year 3.50% 3rd year 3.50% 4th year 3.50% 5th year 1.75%
Buffalo Metis Catering UFCW Local 401	1,190	32	2016-12-31	1st year 3.5% 2nd year 3.5% 3rd year 3.5%
Compass Group - ESS First North Catering, Suncor Based Plant UNITE HERE Local 47	150	48	2016-06-30	1st year 3.43% 2nd year 3.00% 3rd year 3.50% 4th year 3.00%
Sysco Canada Teamsters Local 987	120	60	2019-02-27	1st year $1.80 per hour 2nd year $0.80 per hour 3rd year $0.80 per hour 4th year $0.80 per hour 5th year $0.80 per hour
Construction				
CLR - Refrigeration – Maintenance Plumbers & Pipefitters Local 488	500	48	2018-04-30	1st year 2.4% 2nd – 4th year Wage reopener
Kiewit Construction Canada CLAC Local 63	450	24	2016-01-31	1st year 2.5% Wage reopener 2nd year
Ledcor Alberta – Highway Maintenance CLAC Local 63	140	24	2015-03-31	2nd year 2% Wage reopener
Ledcor Pipeline CLAC Local 63	455	24	2016-05-31	1st year 1.5% 2nd year Wage reopener
Willbros Construction Services - Fabrication Shop CLAC Local 63	125	24	2016-04-30	1st year 2.25% 2nd year Wage reopener
Educational Services				
Calgary Board of Education ATA	6,324	48	2016-08-31	1st year 0.0% 2nd year 0.0% 3rd year 0.41% 4th year 2.42% plus 1% lump sum
Lethbridge School District No. 51 CUPE Local 2843	367	60	2017-08-31	1st year 0% 2nd year 0% 3rd year 0% 4th year 2% 5th year 2%
NAIT NAIT Academic Staff Association	1,209	48	2017-06-30	1st year 0.0% plus $1,850 lump sum 2nd year 2.5% plus $1,500 lump sum 3rd year 2.5% 4th year Wage reopener
NAIT AUPE	1,100	48	2017-06-30	1st year 0.00% plus $1,350 lump sum 2nd year 2.00% 3rd year 2.25% 4th year 2.50%
SAIT AUPE	700	48	2017-06-30	1st year 0.00% plus $1,400 lump sum 2nd year 2.00% 3rd year 2.25% 4th year 2.50%

Alberta Settlements - continued

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Public Administration				
City of Edmonton Edmonton Police Association	1,779	12	2013-12-29	1st year 3.4%
City of Edmonton IAFF Local 209	1,112	72	2016-12-31	1st year 3.60% 2nd year 4.00% 3rd year 3.00% 4th year 2.00% 5th year 2.25% 6th year 2.50%
Transportation & Warehousing				
Sobeys Capital - Safeway Distribution Centre Teamsters Local 987	156	48	2017-04-01	1st year $0.80 per hour lump sum 2nd year $0.80 per hour 3rd year $0.80per hour 4th year $0.80 per hour

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
ARAMARK Remote Workplace Services - Nexen Long Lake	UFCW Local 401	101	2013-12-31
Chateau Lacombe Hotel	UNITE HERE Local 47	170	2013-12-31
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2013-08-31
Athabasca University	AUPE	300	2013-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Lakeland College	AUPE	300	2013-06-30
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	2,049	2014-03-31
Health Care & Social Assistance			
Alberta Health Services	UNA	27,255	2013-03-31
Alberta Health Services – GSS	AUPE	22,000	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Covenant Health	UNA	2,876	2013-03-31
Covenant Health - St. Therese Villa	AUPE	145	First Agreement
Excel Resources Society	UFCW Local 401	182	First Agreement
Good Samaritan Society Group Homes	AUPE	123	2012-06-30
Manufacturing			
AltaSteel	Steelworkers Local 5220	270	2013-07-31
JBS Foods Canada – Lakeside Packers	UFCW Local 401	2,351	2013-12-31
Kawneer Company Canada	Unifor Local 99	171	2014-02-28
Norampac	Unifor Local 539	120	2014-03-06
Saputo Foods - Fluid	Unifor Local 445	264	2014-04-01
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	IAFF Local 255	1,240	2013-12-31
City of Calgary	ATU Local 583	2,800	2014-01-05

Major Negotiations Underway - Continued

Employer	Union	Employees	Expiry Date
Public Administration			
City of Calgary - Civic Foremen	CUPE Local 709	430	2014-01-05
City of Calgary - Inside Workers	CUPE Local 38	4,000	2014-01-05
City of Calgary - Outside Workers	CUPE Local 37	3,000	2014-01-05
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Edmonton – Inside Workers	CSU 52	3,923	2013-12-28
City of Edmonton – Outside Workers	CUPE Local 30	2,750	2013-12-28
City of Red Deer	IAFF Local 1190	185	2010-12-31
Government of Alberta	AUPE	20,660	2013-03-31
Strathcona County	AUPE	166	2013-12-31
Transportation & Warehousing			
FirstCanada – Branch 31720	Teamsters Local 987	290	2014-09-01
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
EPCOR Utilities	CSU 52	755	2013-12-14
Transalta Generation Partnership (TAGP)	IBEW Local 254	500	2013-12-31
Wholesale Trade			
McKesson Canada	Unifor Local 539	235	2013-12-31

Recent Settlements in Other Jurisdictions

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
City of Kamloops CUPE Local 900 *Workplace Bulletin*, May 2014.	600	60	2018-12-31	1st year 1.0% 2nd year 1.5% 3rd year 2.0% 4th year 1.0% 5th year 2.0%
Manitoba				
City of Winnipeg IAFF *Workplace Bulletin*, May 30, 2014.	920	36	2016-12-24	1st year 3.0% 2nd year 3.0% 3rd year 3.0%
City of Winnipeg Winnipeg Police Association *Workplace Bulletin*, May 30, 2014.	1,480	48	2016-12-23	1st year 3.5% 2nd year 3.5% 3rd year 3.5% 4th year 3.0%
Ontario				
Ontario Hospital Association Service Employees International Union *Canadian Labour Reporter*, May 20, 2014.	10,580	48	2017-12-31	1st year 0.7% 2nd year 0.7% 3rd year 0.7% 4th year 0.7%
Saskatchewan				
Saskatchewan Association of Health Organizations Saskatchewan Government & General Employees' Union *Canadian Labour Reporter*, Jun. 2, 2014.	1,100	60	2017-03-31	1st year 2.00% 2nd year 1.50% 3rd year 1.50% 4th year 1.55% 5th year 1.95%

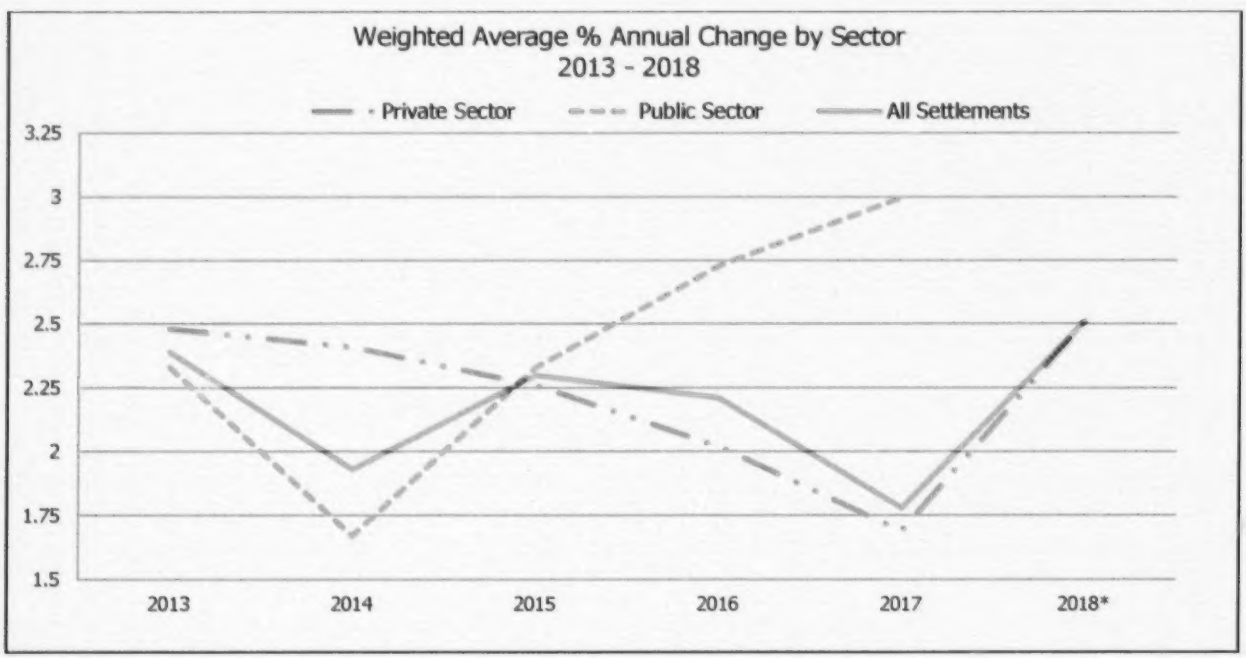
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Compass Group Canada – Marquise Hospitality CUPE *Negotech*, HRSDC.	600	48	2016-09-30	1st year $.35 per hour 2nd year $.25 per hour 3rd year $.30 per hour 4th year $.10 per hour
Sodexo MS Canada CUPE *Negotech*, HRSDC.	1,340	58	2016-09-30	1st year $.20 per hour 2nd year $.15 per hour 3rd year $.25 per hour 4th year $.40 per hour
Manitoba				
Construction Labour Relations Association of Manitoba Ironworkers Local 278 *Canadian Labour Reporter*, Apr. 28, 2014.	130	36	2016-04-30	1st year 4.5% 2nd year 4.0% 3rd year 4.0%
Saskatchewan				
Extra Food Stores UFCW *Canadian Labour Reporter*, May 12, 2014.	830	60	2018-03-31	1st year $.50 per hour 2nd year $.50 per hour 3rd year $.50 per hour 4th year $.50 per hour 5th year $.50 per hour
Pioneer Co-operative Retail, Wholesale & Department Store Union Local 950 *Canadian Labour Reporter*, May 26, 2014.	450	48	2016-08-31	1st year 0.0% 2nd year 3.0% 3rd year 3.0% 4th year 3.0%

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
	Private Sector	510	136,347	2.48
2013	Public Sector	460	186,603	2.33
	All Settlements	**970**	**322,950**	**2.39**
	Private Sector	316	59,258	2.41
2014	Public Sector	295	105,711	1.67
	All Settlements	**611**	**164,969**	**1.93**
	Private Sector	169	34,796	2.26
2015	Public Sector	154	46,894	2.33
	All Settlements	**323**	**81,690**	**2.3**
	Private Sector	55	17,492	2.02
2016	Public Sector	24	6,411	2.73
	All Settlements	**79**	**23,903**	**2.21**
	Private Sector	18	10,129	1.69
2017	Public Sector	1	743	3
	All Settlements	**19**	**10,872**	**1.78**
	Private Sector	5	335	2.51
2018*	Public Sector	0		
	All Settlements	**5**	**335**	**2.51**

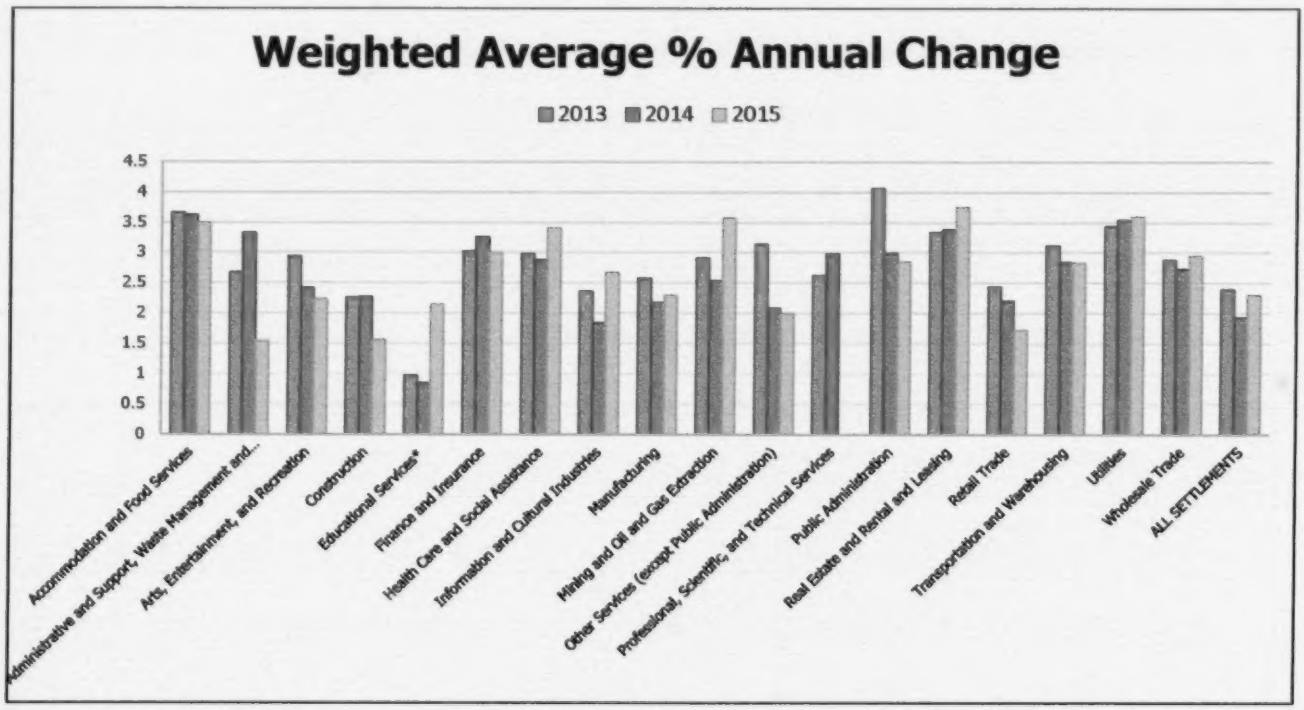


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

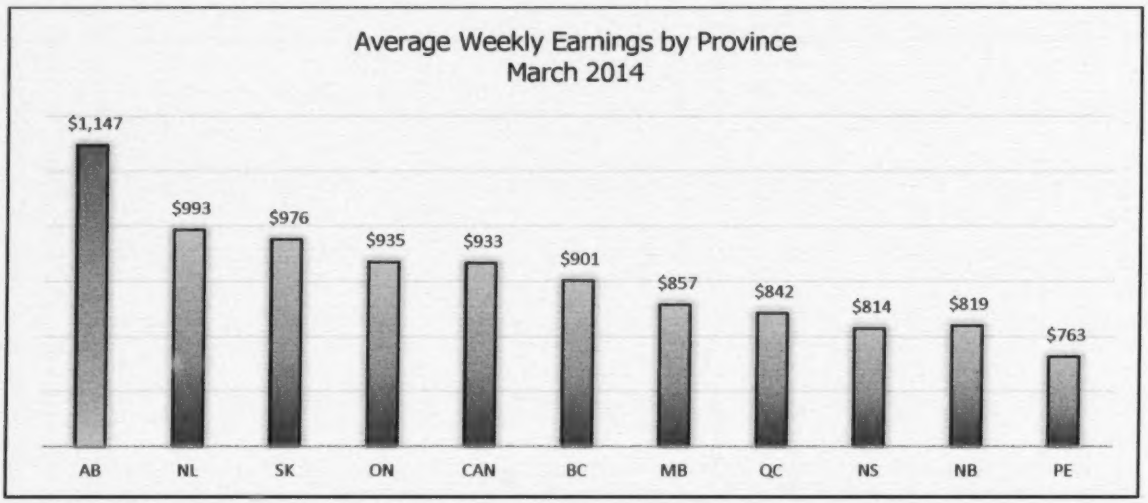
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

Wage data reflects the average yearly % change taking effect in the indicated year.

	2013			2014			2015			2016		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	25	3,218	**3.65**	19	2,846	**3.62**	15	2,171	**3.49**	5	1,627	**3.42**
Administrative & Support, Waste Management & Remediation Services	8	1,010	**2.67**	6	456	**3.32**	4	76	**1.54**	1	24	**0.00**
Arts, Entertainment, & Recreation	30	3,680	**2.93**	21	2,669	**2.41**	7	1,015	**2.23**	2	314	**2.88**
Construction	118	71,952	**2.25**	48	12,165	**2.26**	12	2,780	**1.56**	3	220	**1.12**
Educational Services	147	74,632	**0.96**	118	64,462	**0.84**	90	39,061	**2.14**	8	3,277	**2.43**
Finance & Insurance	4	2,109	**3.01**	1	55	**3.25**	1	55	**3.00**			
Health Care & Social Assistance	154	58,183	**2.97**	74	28,770	**2.87**	25	1,585	**3.40**	4	207	**3.79**
Information & Cultural Industries	19	2,069	**2.35**	16	927	**1.83**	5	512	**2.67**			
Manufacturing	167	19,757	**2.57**	114	14,208	**2.17**	67	9,190	**2.29**	24	4,563	**2.04**
Mining & Oil & Gas Extraction	26	6,142	**2.9**	18	4,786	**2.53**	6	710	**3.57**	2	575	**3.80**
Other Services (except Public Administration)	30	916	**3.13**	16	385	**2.08**	7	159	**1.99**	3	43	**3.00**
Professional, Scientific, & Technical Services	6	1,913	**2.61**	2	1,655	**2.97**						
Public Administration	104	29,326	**4.05**	68	6,925	**2.99**	24	3,532	**2.85**	7	2,115	**2.79**
Real Estate & Rental & Leasing	3	144	**3.33**	2	125	**3.38**	1	105	**3.75**			
Retail Trade	22	24,834	**2.43**	15	12,256	**2.2**	6	11,718	**1.72**	3	8,744	**1.58**
Transportation & Warehousing	48	9,147	**3.11**	31	3,014	**2.84**	20	1,996	**2.83**	6	379	**2.86**
Utilities	32	9,178	**3.43**	22	5,186	**3.53**	16	3,095	**3.59**	4	800	**3.52**
Wholesale Trade	27	4,740	**2.87**	20	4,079	2.73	17	3,930	**2.94**	7	1,015	**2.09**
All Settlements	**970**	**322,950**	**2.39**	**611**	**164,969**	**1.93**	**323**	**8,690**	**2.30**	**79**	**23,903**	**2.21**

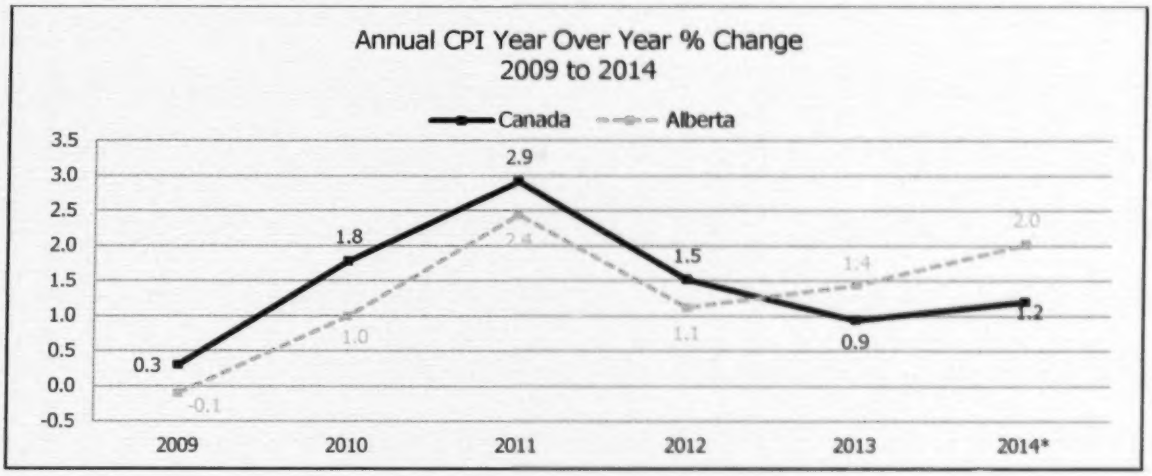


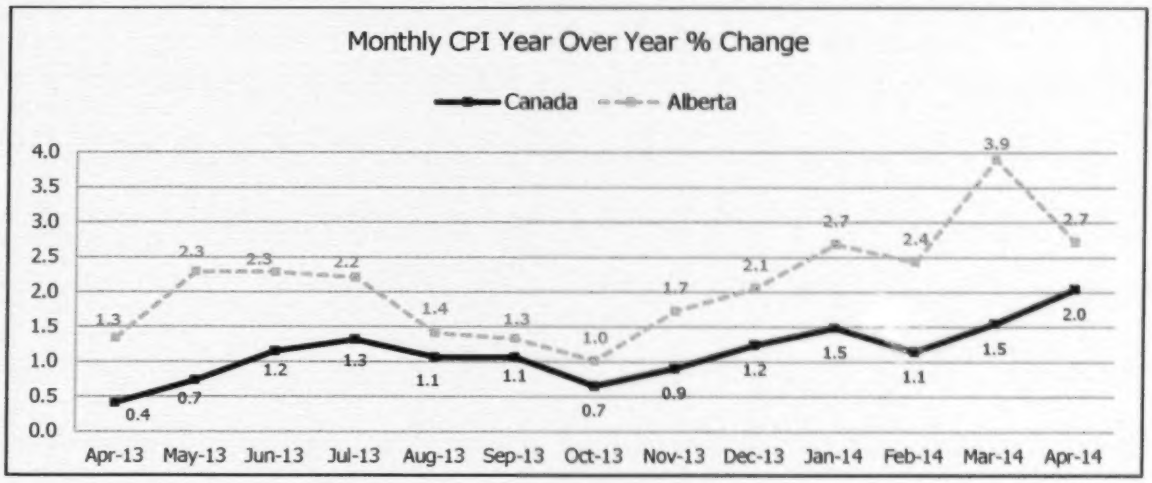
Average Weekly Earnings Alberta (AWEA)*

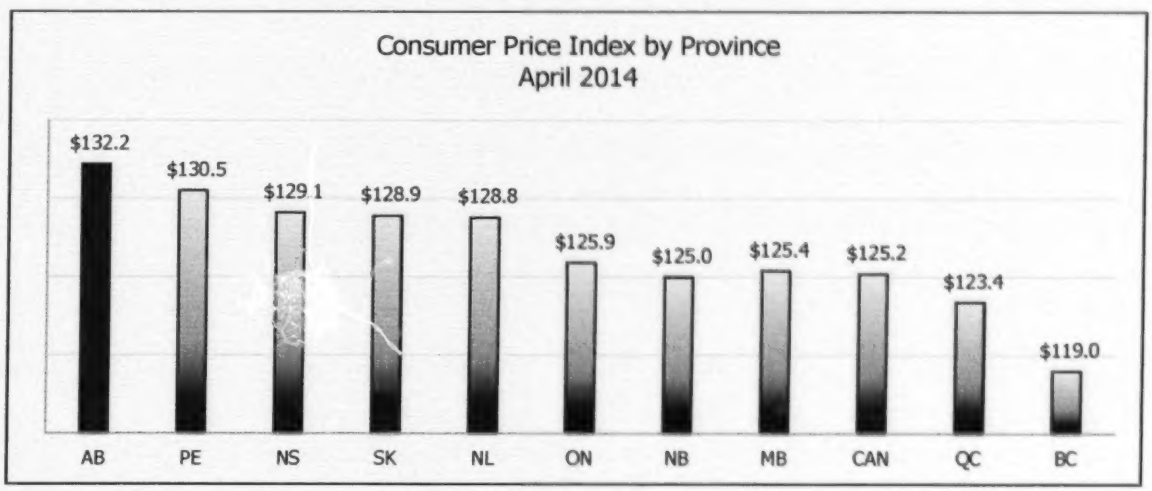


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







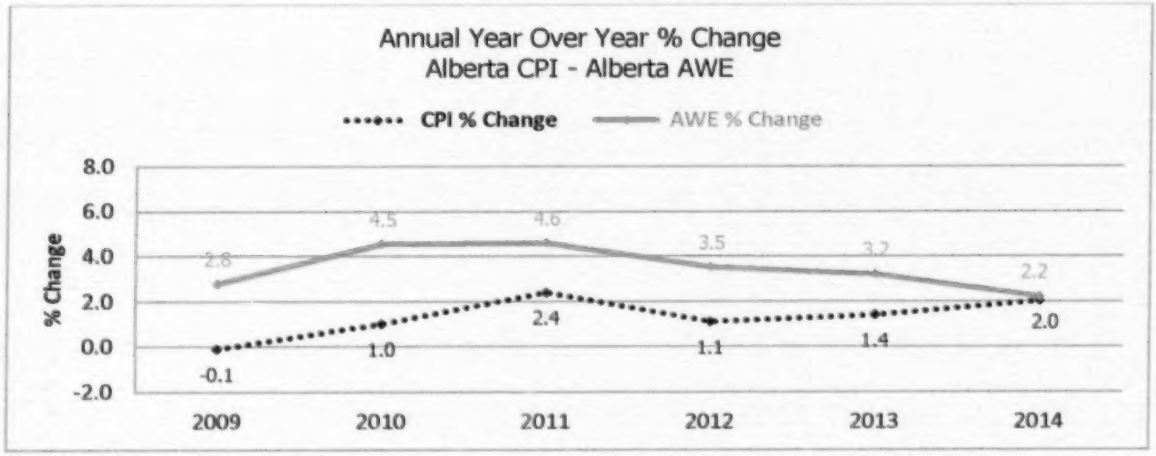
*Year to date – Graph data available upon request.

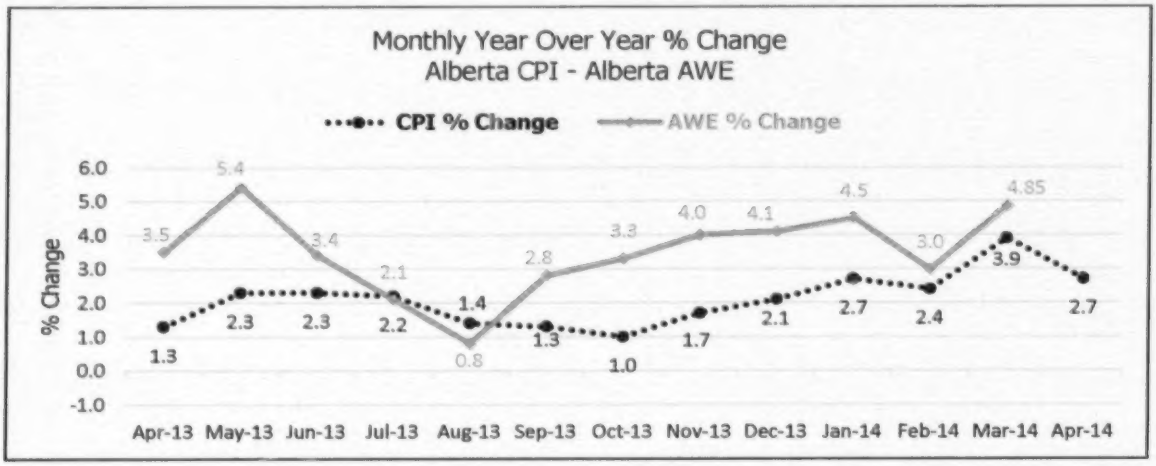
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Apr-13	122.7	0.4	128.7	1.3	129.0	1.3	128.5	1.4
May-13	123.0	0.7	129.5	2.3	129.7	2.1	129.3	2.5
Jun-13	123.0	1.2	129.8	2.3	130.0	2.2	129.7	2.5
Jul-13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug-13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep-13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct-13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov-13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec-13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan-14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb-14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar-14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr-14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2

Average Weekly Earnings													
	Mar 13	Apr 13	May 13	Jun 13	Jul 13	Aug 13	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14	Feb 14	Mar 14
AWE $	$1,094.04	$1,099.83	$1,119.34	$1,104.47	$1,103.08	$1,110.83	$1,114.41	$1,126.96	$1,134.55	$1,140.52	$1,127.82	$1,127.06	$1,147.14
AWE %	2.99	3.53	5.38	3.42	2.08	0.77	2.81	3.33	3.97	4.14	4.53	2.98	4.85

*Year to date – Graph data available upon request.

[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Employer Name Listing

ASBA –Alberta School Boards Association
AHS – Alberta Health Services

GPMC – General Presidents' Maintenance Committee for Canada
CLR – Construction Labour Relations

Union Name Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see **Unifor**

CEP[Communications, Energy and Paperworkers Union] see **Unifor**

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

Glass Workers – Aluminum, Brick and Glass Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing

Resource List

Other Alberta labour market resources:

- Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
- Alberta Chamber of Commerce
- Alberta Economic Reviews (contains key economic indicators, updated monthly)
- Alberta Employment and Immigration Labour Market reports
- Alberta Labour Force Statistics
- Alberta Regional Labour Market News
- Alberta Learning Information Service (ALIS)
- City of Edmonton Economic Statistics
- City of Calgary Economic Reports
- Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:

- Newfoundland/Labrador
- Ontario
- Manitoba (various research resources)
- Saskatchewan Mediation
- British Columbia CBA listing
- British Columbia Bargaining Database

Federal Organizations:

- Human Resource and Social Development Canada (HRSDC)
- Canadian Labour Congress (CLC)
- Negotech (Federal CBA search page)
- Federal Public Service CBA listings
- University of Toronto resources (various labour relations resources)

International:

- United States Department of Labor Contracts Database

Please note: These links are available online at http://humanservices.alberta.ca/working-in-alberta/6484.html